

COMMISSION ON AFRICAN AMERICAN AFFAIRS

Strategic Plan

Fiscal Years 2005-2007

We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to differences that cannot be ignored."

Marian Wright Edelman

MISSION

Mission Statement

It is the mission of the Washington State Commission on African American Affairs ("CAAA") to encourage the development and implementation of policies, programs and practices which are specifically intended to improve conditions affecting the cultural, social, economic, political, educational, health, and general well-being of African American people at all levels throughout Washington State.

WHERE ARE WE TODAY?

The CAAA was created by Executive Order in 1989. Enabling legislation was passed in 1992. Mandated by the legislature, the Commission's functions are to improve public policy development for, and government services to, the African American community. The CAAA has nine volunteer Commissioners, appointed by the Governor, who serve and represent communities throughout the entire state. An executive director, appointed by the Governor, and an additional .8 FTE staff the Commission. The current director is new to the Commission, having been appointed by the Governor in mid-January 2004.

The Commission was created as an effort to fulfill the duty of the state to improve the status of African Americans who, for economic or social reasons, find themselves disadvantaged or isolated from the benefits of equal opportunity. For 15 years, CAAA has served as a key public policy advocate for the needs and concerns of African Americans.

The core values and beliefs of the CAAA have remained constant (see Attachment A). Due to budget pressures statewide, the staffing, funding and other resources of the Commission have been substantially reduced. Independent of downward budget pressures on state agencies, the needs of the African American community, the complexity of those needs, and the multi-faceted demands on the CAAA have increased significantly. Attached is an organizational chart (Attachment B) outlining the flow of expectations between the Commissioners, the Commission executive director, and Commission stakeholders. This small agency currently allocated only 1.8 FTE in staff.

The environment in Washington state has become more socially and culturally complex. Inadequately addressed issues of disparity, injustice and institutional racism, affecting all areas of public policy in Washington State, are of particular concern to our state's African American citizens. Many African American citizens view the Commission as a vital resource and conduit of communication between the African American community, state and local government agencies, the Legislature, and the Governor. Unfortunately, the Commission currently lacks both the human and financial resources necessary to effectively fulfill that role. The Commission is rebuilding and has recommitted itself to effective leadership in fulfilling its mission.

Statutory Authority

The Commission's establishment and operation are authorized under ESHB 1631, signed by Governor Booth Gardner in April 1992, and is codified in RCW 43.113 et seq. (Attachment C).

VISION

Vision Statement

The Washington State Commission on African American Affairs is a highly credible and respected entity that will make a decided difference in the lives of African American citizens in the State of Washington. Through a strategically planned course of action, the Washington State Commission on African American Affairs will achieve a uniquely independent status that will allow it to influence policies, programs, and practices in the public and private sectors, in all areas of concern to African Americans.

WHERE DO WE WANT TO BE?

The Commission intends that the quality of life for this state's African Americans will improve tremendously as a result of the Commission's success and the outstanding performance of its members and staff.

GOALS/OBJECTIVES/STRATEGIES

HOW DO WE GET TO WHERE WE WANT TO BE?

EDUCATION

GOAL - Create an environment of educational excellence for African American students.

Objective – Improve African American student achievement in K-12 education.

- Strategy- partner with Office of Superintendent of Public Instruction and other agencies in promoting K-12 programs and funding for African American children and families.
- Strategy--partner in policy development and initiatives of Multi Ethnic Think Tank and African American Think Tank
- Strategy--promote education and community outreach events by Loren Miller Bar Association for Brown v. Board of Education 50th Anniversary commemoration.

Objective-- Increase African American student access to higher education.

- Strategy--collaborate and strategize with colleges, universities and professional schools on I-200 legislative initiatives.

ECONOMIC DEVELOPMENT

GOAL - Improve the economic vitality of African American businesses and workers in Washington.

Objective – Increase successful integration of African American workers and businesses into Washington's economy.

- Strategy--post job referrals, announcements and web links on CAAA website.
- Strategy--partner with Office of Minority and Women Business Enterprises (OMWBE), PNW Chapter of National Black Chamber of Commerce and joint minority commissions on (a) business incubator research, (b) promoting linked deposits, and (c) expanding post-I-200 contracting and diversity initiatives.
- Strategy – serve on Sound Transit Regional Employment and Contracting Assembly to ensure African American business participation in fulfilling Sound Transit Guiding Principle objective 4 for: "Maximum use of minority, women and disadvantaged businesses consistent with applicable federal and state laws, regulations, policies and grant requirements."

Objective – Improve financial literacy of African Americans.

- Strategy--partner with Department of Financial Institutions (DFI) in providing consumer education on payday loans.
- Strategy--partner with DFI on financial literacy education projects.

HEALTH CARE

GOAL – Improve the health of Washington's African American citizens.

Objective – Substantially reduce the level of disparity in all areas of health care.

- Strategy – develop and implement policies on health care disparities with Department of Health, Board of Health and Joint Select Committee on Health Disparities.
- Strategy – provide community education on health disparities, including messages from the Black Women's Health Imperative and other health collectives.
- Strategy – partner with Mental Health & Health Coalition for Communities of Color in (a) promoting parity for mental health medications, and (b) educating the African American community on mental health issues.
- Strategy – partner with educational institutions in recruiting, education and training diverse, culturally competent health care providers.

LAW AND JUSTICE

GOAL – Justice and equality under the law for all African Americans.

Objective – Improve the safety of all Washington citizens while treating African American citizens with justice and equity.

- Strategy--partner with ACLU on Prison Project.
- Strategy-- partner with Loren Miller Bar Association, NAACP, Lutheran Community Services and other community partners on social justice initiatives.
- Strategy--serve on and consult with Washington Minority and Justice Commission.
- Strategy – support the Gonzaga University Institute for Actions Against Hate, and other institutions, in groundbreaking work creating an academic program on hate studies.
- Strategy – partner with Washington State Human Rights Commission in hosting federal, state, and local civil rights forum to create a comprehensive civil rights agenda.

CHILDREN & FAMILY

GOAL – Strong, healthy, secure African American families.

Objective – Improve the security of Washington’s vulnerable African American children and families.

- **Strategy** – actively participate in Black Child Development Institute/Casey Family Programs/DSHS comprehensive public policy initiative on disparate treatment of African American children in foster care.
- **Strategy**--participate in programs with Planned Parenthood on age-appropriate sexuality education and AIDS prevention education for African American teens.

LEGISLATIVE AFFAIRS/ADVOCACY

GOAL – Engage a substantial majority of Washington’s African American citizens in the democratic process.

Objective – Improve participation of African Americans as voters and stakeholders in state government.

- **Strategy** – partner on voter education, registration and mobilization drive with League of Women Voters, NAACP, religious organizations, Planned Parenthood Votes! Washington and other coalitions.
- **Strategy** – update legislative agenda and create partnerships/alliances in each agenda area.
- **Strategy** - partner and co-host a successful African American Legislative Day.
- **Strategy** – provide educational materials, analysis and testimony on legislative proposals affecting African Americans.

COMMUNITY OUTREACH

GOAL – Create an open, ongoing and effective communication flow between state government and African American community.

Objective – Improve the ability of state government to achieve its results efficiently and effectively with the African American community.

- **Strategy**--provide support for Governor’s External Affairs in diversifying appointments on boards and commissions.
- **Strategy** – create and implement processes to gather community input on issues affecting African Americans.
- **Strategy**--consult and collaborate with NAACP, Urban League, religious alliances, business leaders, social service organizations and local government

officials on issues of community concern; facilitate integration of these concerns into public policy at the state level.

- Strategy – partner with Association of Washington Cities in its broad-based Racial Justice Campaign affecting cities statewide.
- Strategy--provide coordination and support for racially diverse mock trial team in regional and state competition.

CAAA (Internal Affairs)

GOAL – Improve state government’s relationship with its African American citizens.

Objective – Create an exemplary Commission on African American Affairs fully capable and engaged in fulfilling its mission.

- Strategy –create a forward-looking CAAA nominating system to attract a broad range of superb candidates from each region of the state.
- Strategy - Commissioners actively engage community and local leaders on statewide, regional and local issues.
- Strategy – Commissioners and staff actively rebuild relationships and trust with the African American community and key stakeholders.
- Strategy – strengthening communications with key stakeholders across the state, including creating and maintaining a state-of-the-art website and list serve to disseminate information.
- Strategy - joint planning and information sharing with Commission on Asian Pacific American Affairs, Commission on Hispanic Affairs and Governor’s Office on Indian Affairs.

APPRAISAL OF EXTERNAL ENVIRONMENT

Statewide and national indicators illustrate that African American men, women, youth and families are disproportionately at-risk in many key public policy arenas:

LAW AND JUSTICE

- Racial Profiling
A statewide concern in all levels of law enforcement.
- Hate Crimes
Southern Poverty Law Center (“SPLC”) data indicates that extremist and hate groups are alive and well in Washington. Recent cross burnings in Everett show that no community is immune: SPLC follows the activities of 751 group chapters nationwide, up 6% from 2002-03; hate websites rose from 443 to 497. (Source: SPLC Intelligence Project 2004). Washington extremist and hate groups are included in these totals.

- War on Drugs
Black men have a 29% chance of serving time in prison at some point in their lives; White men have a 4% chance.
- War on Drugs - Disproportionate arrest, conviction and sentencing
Although Whites out-number Blacks 5 to 1 and both groups sell drugs at similar rates, in the United States **African Americans comprise:**
 - 35% of those *arrested* for drug possession;
 - 55% of those *convicted* for drug possession;
 - 74% of those *imprisoned* for drug possession

Although youth of all races sell drugs at similar rates, Black youth are *incarcerated at 25 times the rate of White youth*. (ACLU Drug Policy Litigation Project – www.aclu.org/drugpolicy and click on “Publications”).
- “Three Strikes” Laws
African Americans make up less than 4% of Washington’s population but account for 37% of the felons sentenced under the state’s *Three Strikes law*.
 - In *King County* 53% of those sentenced as *three strikers* (though June 2001) are Black. Less than 6% of King County residents are Black.
 - In *Pierce County* 50% of those sentenced as *three strikers* are Black. African Americans constitute 8% of the population in Pierce County.
 - In *Snohomish County* 27% of *three strikers* are Black.

HEALTH

- HIV/AIDS
 - Although African American women represent on 13% of the U.S. *female population*, they account for almost 66% of *AIDS cases* reported among women in 2000 (Source: CDC).
 - *African American teens* represent 15% of the *teen population*, yet comprise 64% of the *new AIDS cases* reported among 13 to 19-year olds. (Source: CDC)
 - African Americans make up 14% of *AIDS diagnoses* in Washington, though comprise less than 4% of the population.
- Infant Mortality
Infants born to African American women in Washington are 2 times more likely to die in their first year of life (as compared to White infants).
- Disparities in Health Outcomes
African Americans with diabetes in Washington are 3 times more likely to die from diabetes than are White, non-Hispanic residents.

Source: Washington State Board of Health – 2004 Report: Disparities in Health and Health Workforce Diversity.

CHILD WELFARE

Compared to Caucasian children, African American children in King County:

- Are disproportionately represented in child welfare referrals accepted for investigation;
- Are more likely to be removed from their homes and placed in foster care;
- Make up a disproportionate percentage of children in care longer than two years and longer than four years;
- Wait longer to be adopted after termination of parental rights.

(Source: King County Task Force on Racial Disproportionality in the Child Welfare System – Phase I Findings, 2004).

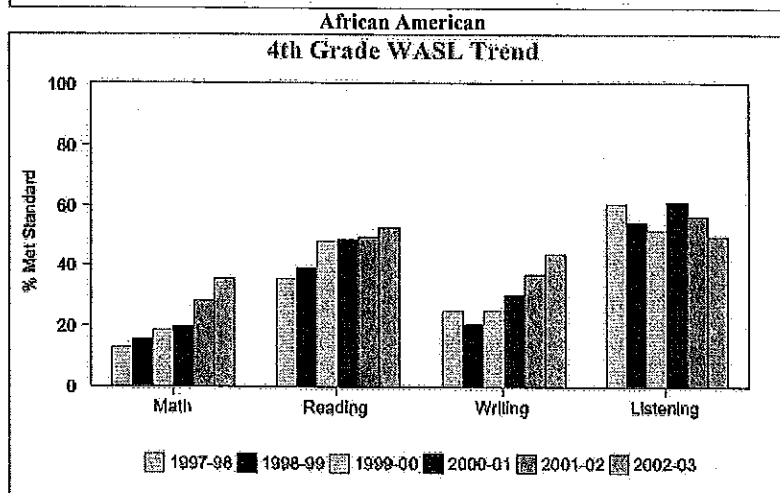
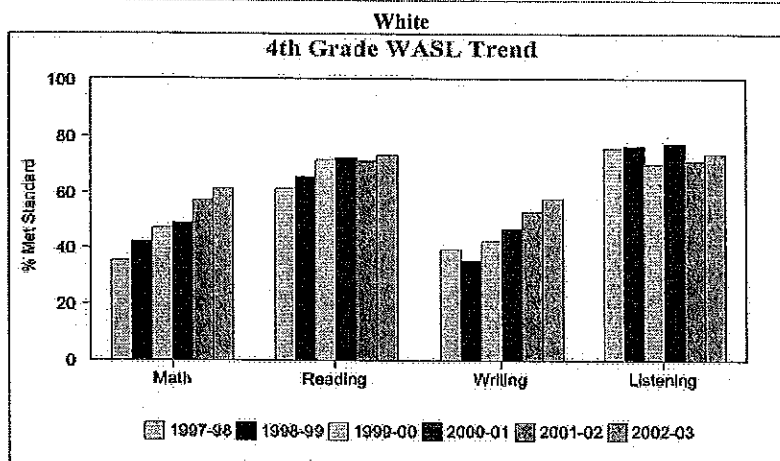
EDUCATION

Student performance information on the Washington Assessment of Student Learning (WASL).

DATA SHOW: At Grade 4, achievement gap exists between Whites and African American students. Improvement in performance between 1997 and 2003, but significant disparity remains.

4th Grade WASL Trend Percent Meeting or Exceeding Standards

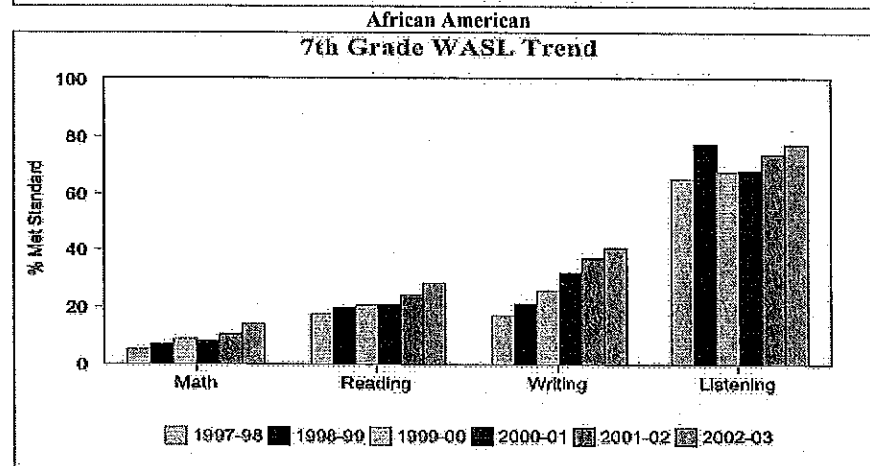
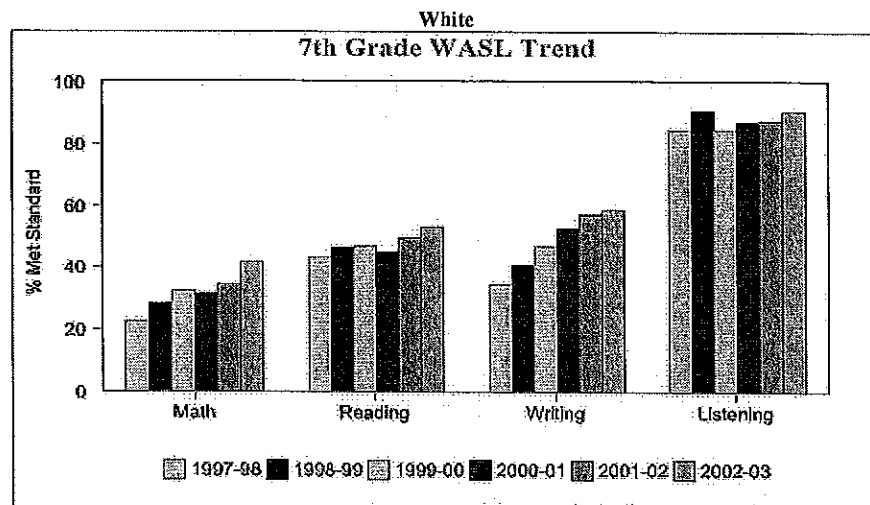
White							African American						
School Year	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	School Year	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
Math	35.4%	42.5%	47.2%	49.1%	57.4%	61.5%	Math	13.0%	15.3%	18.7%	19.5%	28.6%	35.5%
Reading	61.5%	65.3%	71.8%	72.1%	71.2%	73.1%	Reading	35.4%	39.3%	47.7%	48.2%	49.3%	52.4%
Writing	39.7%	35.6%	42.8%	46.9%	53.2%	57.7%	Writing	25.5%	20.7%	25.4%	30.5%	37.0%	43.6%
Listening	75.7%	76.5%	70.2%	77.4%	70.9%	73.5%	Listening	60.2%	54.1%	51.8%	60.7%	56.2%	49.5%



DATA SHOW: At Grade 7, achievement gap exists between Whites and African American students. Significant disparity remains and has widened.

7th Grade WASL Trend Percent Meeting or Exceeding Standards

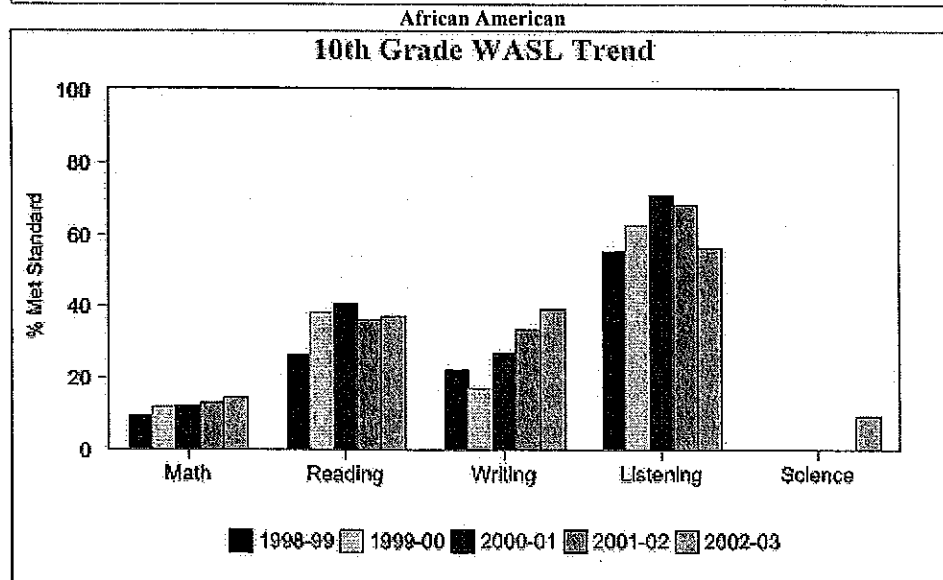
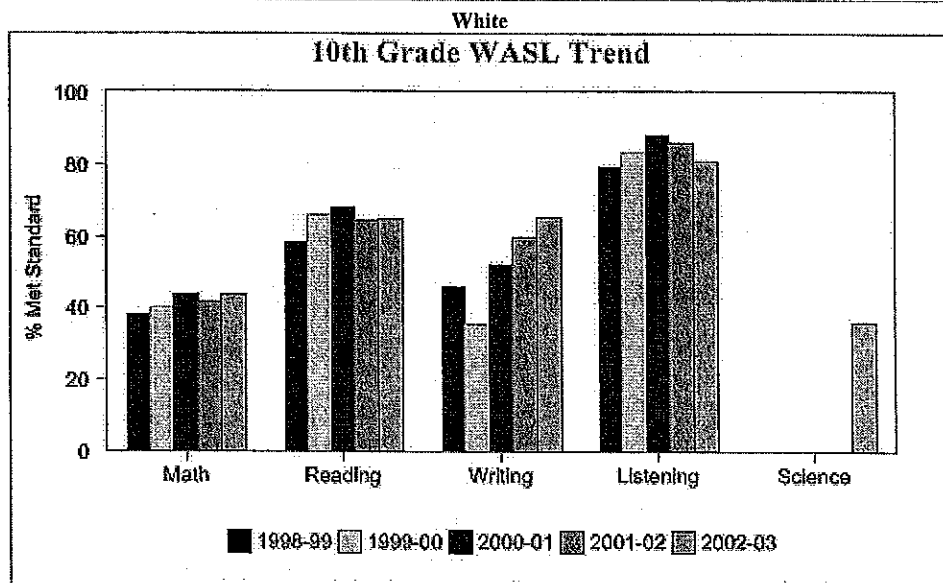
White							African American						
School Year	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	School Year	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
Math	22.8%	28.1%	32.4%	31.6%	34.4%	41.6%	Math	4.9%	6.8%	8.7%	7.8%	10.3%	14.1%
Reading	43.3%	46.3%	47.1%	44.9%	49.7%	53.2%	Reading	17.5%	19.5%	20.4%	20.4%	24.2%	28.2%
Writing	34.3%	40.8%	46.7%	52.6%	57.2%	58.7%	Writing	17.2%	21.3%	25.9%	31.9%	36.9%	40.5%
Listening	84.5%	90.9%	84.7%	87.2%	87.5%	90.5%	Listening	65.2%	77.2%	67.3%	68.1%	73.7%	77.5%



DATA SHOW: At Grade 10, achievement gap exists between Whites and African American students. Significant disparity remains and has widened further.

10th Grade WASL Trend Percent Meeting or Exceeding Standards

White						African American					
School Year	1998-99	1999-00	2000-01	2001-02	2002-03	School Year	1998-99	1999-00	2000-01	2001-02	2002-03
Math	38.1%	40.1%	43.7%	41.9%	44.0%	Math	9.5%	11.7%	11.9%	13.0%	14.2%
Reading	58.3%	66.1%	67.8%	64.6%	65.1%	Reading	26.1%	38.2%	40.6%	36.2%	37.1%
Writing	46.1%	35.7%	51.9%	59.6%	65.5%	Writing	22.4%	17.0%	27.0%	33.6%	39.3%
Listening	79.3%	83.7%	88.1%	85.9%	81.0%	Listening	55.4%	62.6%	70.6%	68.2%	56.4%
Science					36.3%	Science					9.2%



SOURCE: Office of the Superintendent of Public Instruction – 10/17/03

ECONOMIC DEVELOPMENT/EMPLOYMENT

African Americans are playing a more significant role in the state's economy than ever before. Based on 1997 data, African Americans:

- Own 6,634 businesses in 30 counties representing a 173% growth rate in the last 15 years;
- Employ 5,221 people representing a 282% growth since 1982;
- Control companies that pay more than \$68,574,000 in wages;
- Pay \$14,653,000 in business taxes;
- Have total incomes of \$2,401,403,000;
- Spend \$2,136,049,000; and
- Pay \$65,661,000 in state and local sales taxes as individual and family consumers.

Source: William Bradford, Ph.D., University of Washington Business and Economic Development Program, UW School of Business Administration.

The unemployment rate nationally for African Americans is double that of White Americans.

In recent years, unemployment rates in Washington State have been higher than the national average. This is a critical issue as African Americans have been particularly adversely affected by the economic downturn. African Americans are finding it harder than ever to achieve financial security.

- Unemployment for Blacks is approximately 11%, while unemployment for Whites is 5.2%. (Source: The Joint Center for Political and Economic Studies)
- More than 1.6 million African Americans are actively looking for work. This rate is 20% higher than in 2000. (Source: Congressional Black Caucus and Leader's African American Working Group).

The unemployment rate does not count those who have stopped looking for work, or those who have part-time jobs but want full-time work. The employment disparity is even higher African American youth.

Additionally, in post I-200 Washington, state contracting opportunities for African American businesses have declined. State agency initiatives can address this decline in business contracting. As indicated in Executive Order 98-01, increased outreach to firms is critical in reversing current participation rates. The CAAA can be an integral part in implementing these strategies.

SUMMARY OF EXTERNAL ENVIRONMENT

These data highlight a range of threats to the well being of Washington's African American citizens. The disparities are stark. African Americans are acutely aware of the impact of inequity on their lives and families. Addressing the disparity issues outlined above, in a meaningful way, will require statewide recognition of these issues and a broad-based commitment to change.

The CAAA is uniquely positioned to build coalitions to address these disparities. Progress will be made through partnering in public policy development with the Office of the Governor, the Legislature, governmental agencies/entities and with community based organizations. Implementation of policies that result in positive progress in lessening, and ultimately eliminating, these disparities will be a measure of the CAAA's success in achieving its mission - improving the well being of African Americans residing in Washington.

Power concedes nothing without a demand. It never has and never will.
Frederick Douglass

TRENDS IN CUSTOMER CHARACTERISICS

Washington has 12 counties with more than 1,000 African American residents. King County has the highest concentration of African Americans in Washington State. Approximately 115,000 African Americans reside in King County (including the bi-racial population). Traditionally, these citizens lived within the Seattle city limits. Changes in employment, housing affordability and other factors have resulted in many African Americans moving outside of the city and into suburban areas of King County and beyond. African American population outside of King County is growing at a faster rate than within the county, following the national trend of suburbanization of African American families.

Shifting demographics, from an urban population to a more suburban one, creates a host of new challenges for Washington's African American citizens. Many leaving the urban area are less affluent, unemployed or underemployed. These new suburban dwellers may have further to travel when looking for employment and are increasingly affected by transit concerns. Access to services is more difficult if suburban areas are not equipped to provide services for communities of color.

Additionally, cultural differences of the shifting population affect the local educational systems. Many suburban school districts have traditionally been predominately Caucasian and are struggling to incorporate new students of color in a culturally competent manner. Resulting tensions have been in the media, including allegations against the Kent school district for handcuffing African American students and concerns regarding disparate treatment of Black students in the suburban Spanaway and Puyallup schools.

As outlined throughout this document, increasing levels of disparity in treatment of African Americans create increased need for the CAAA to connect the community to state services and to partner with state agencies in meeting the needs of the African American population. The CAAA needs to expand its outreach to meet these changing needs, both through staff intensive personal contact and, more broadly, through dissemination of information through developing a sophisticated, frequently updated informational website.

STRATEGY AND CAPACITY ASSESSMENT

The agency's ability to move forward is impaired by extremely limited funding and staffing. The CAAA staff is actively bringing the agency into compliance with state agency reporting, audit, ISB audit and policy requirements. As detailed in the organizational chart ([Attachment B](#)), the role of the executive director and .8 staff are to provide leadership in fulfilling the agency's statewide mission with multiple stakeholders. The 1.8 FTE total staff is responsible for all administrative functions, coordination with the Executive, staffing of the Commission, community outreach/coordination and all other requirements of a fully functioning agency with a statewide mission. Effectively addressing the varied expectations of the CAAA stakeholders, under current funding and staffing constraints, is beyond present staff capability.

The CAAA also faces uncertainty regarding the re-negotiation of its lease agreement in 2005. Information received to date indicates substantial cost increases in lease expenses for facilities located in Olympia. Alternative leased space is available through General Administration. Should moving to another facility be determined best for the co-located minority agencies, including the CAAA, the costs (both financial and in personnel) of moving will have a significant impact on our budget and operations.

PERFORMANCE ASSESSMENT/COST REDUCTION

The CAAA is focused on rebuilding itself and its relationships with others in and beyond state government. We are approaching the Agency's work with renewed focus and leadership. We do not lack creative ideas and strategies and are focused on implementing those ideas as we move forward.

The CAAA is co-located with the other minority commissions. The physical plant of our offices has proven problematic. Despite the physical plant issues, co-location of these agencies has been successful in office expense, supply and equipment sharing. Additionally, co-location has resulted in the very positive consequence of fostering a “team” atmosphere - allowing vital information and expertise sharing between small agencies and streamlining of administrative systems. This team approach has been beneficial for the CAAA and we look forward to continuing to share office space with the other minority agencies.

MAJOR PARTNER INITIATIVES

- Office of the Governor – diversifying boards and commissions; other matters of external affairs.
- Broad based Coalition (tbd) – voter registration and ‘get-out-the-vote’ drive.
- Department of Health/Board of Health/Joint Select Committee on Health Disparities – policy planning and implementation to address health disparities.
- Department of Financial Institutions – consumer education and financial literacy.
- Office of the Superintendent of Public Instruction/Multi Ethnic Think Tank – education policy development and implementation.
- Office of Minority and Women’s Business Enterprises – increasing minority contracting; business initiatives.
- Washington State Legislature – education/coordination of legislative proposals with the African American community.
- Black Child Development Institute/Casey Family Programs/DSHS – public policy restructure of foster care/child protective services affecting Black children and families.
- Commission on Hispanic Affairs/Commission on Asian and Pacific American Affairs/Governor’s Office of Indian Affairs – joint public policy initiatives on health disparities, business contracting, employment issues and higher education/I-200.

CONCLUSION

In the 1992 CAAA enabling legislation, the Legislature acknowledged the special challenges facing Washington's African American citizens:

"The legislature declares that it is the policy of this state to insure equal opportunity for all of its citizens. The legislature finds that, for economic, social and historical reasons, a disproportionate number of African Americans find themselves disadvantaged or isolated from the benefits of equal opportunity . . . [I]t is the duty of this state to improve the well being of African Americans by enabling them to participate fully in all fields of endeavor and by assisting them in obtaining governmental services."

RCW 43.113.005

As outlined in this document, the African American community continues to face disparity and to confront a lack of equal opportunity. Many feel disconnected from and disenfranchised by their government. Properly funded and staffed, the CAAA will provide a vital, effective focal point in state government for the interests of African American citizens. The CAAA will move forward its mission, improving state government's responsiveness to the African American community and improving the general well-being of African American people throughout Washington State.

"Without struggle, there is no progress."

Frederick Douglass

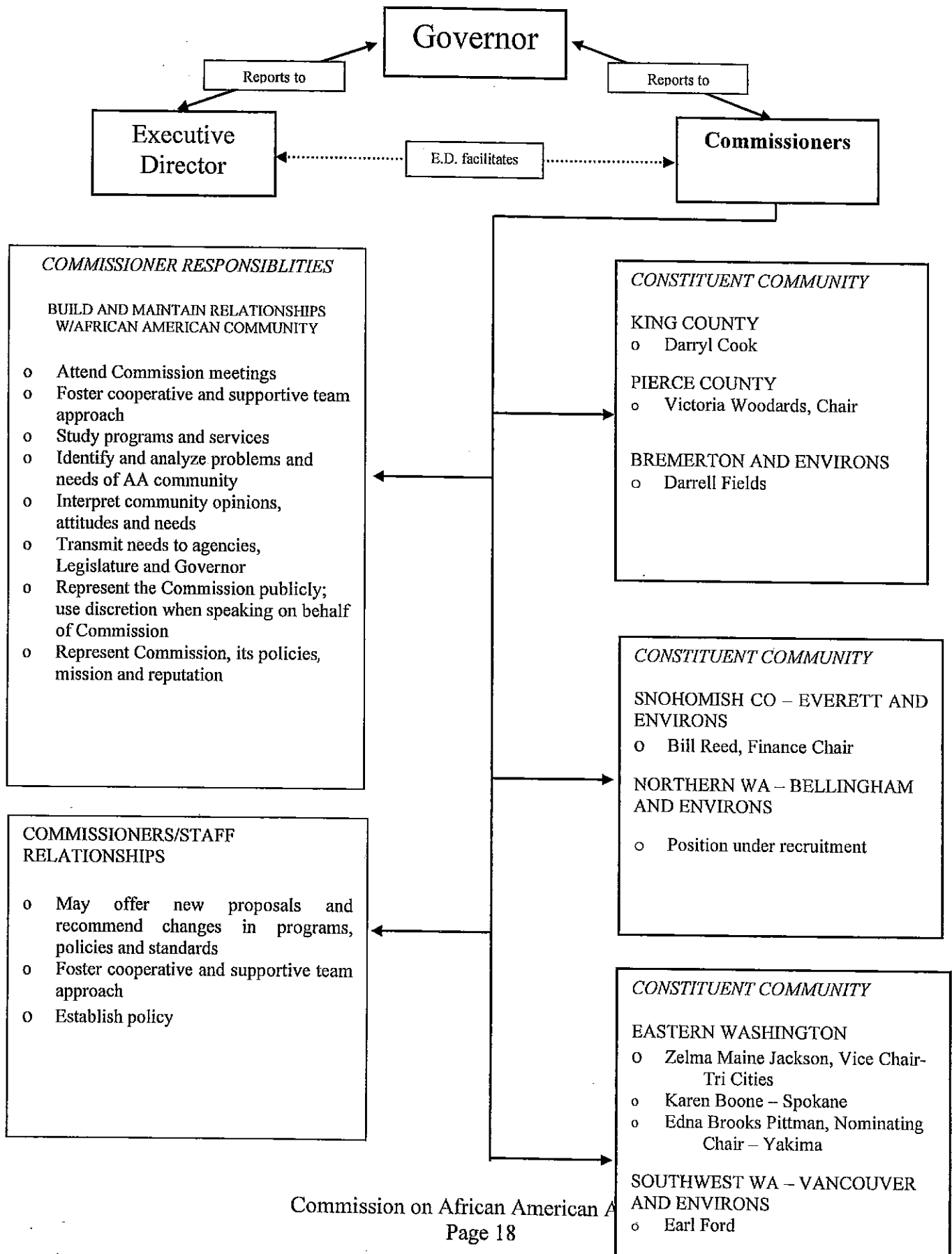
ATTACHMENT A

Core Values

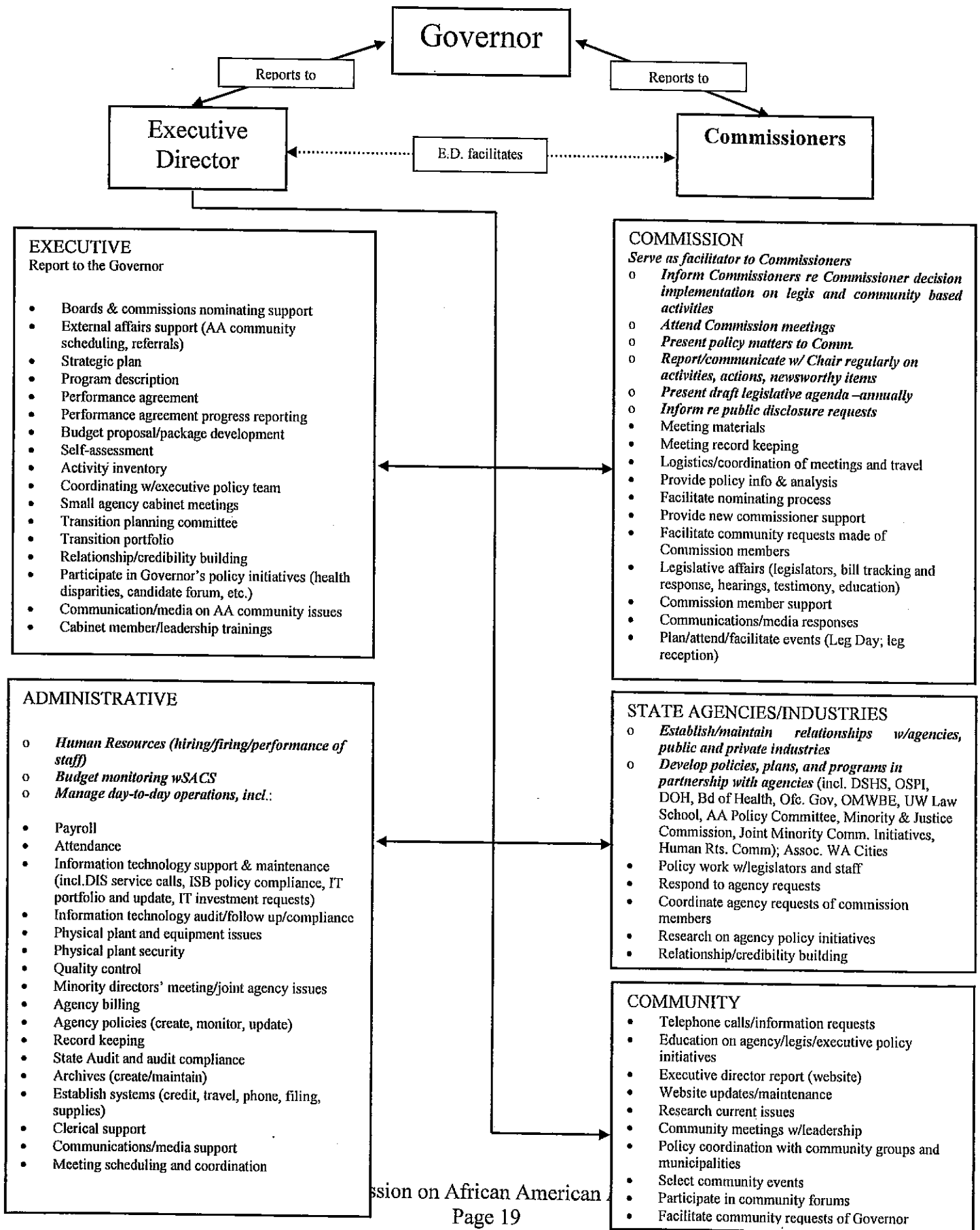
The Washington State Commission on African American Affairs values and believes that:

- We must be politically empowered at all levels of government local, state and national.
- We must have significant involvement in decisions and issues that impact African Americans.
- We must become self sufficient in order to build strong families and communities through a solid base of economic empowerment.
- We must strive to achieve economic prosperity through equal and fair access to jobs, housing, credit, and business ownership.
- We must have equal access to the best available education, which adequately and truthfully represents African American culture and contributions.
- We must provide love, respect, guidance and understanding for all of our youth, not just those at risk.
- We must have equal access to knowledge and information, making the best use of available technological resources.
- We must have equal access to the best available health care to ensure the well being of African American families, particularly for our youth and the elderly.
- We must have equal and fair treatment throughout the justice system.
- We must have equal access to all levels and sectors of services.
- We must effectively communicate through networking and information dissemination.
- We must communicate and celebrate our successes.
- We must take responsibility for our own cultural, ethical and spiritual growth.
- We believe the aforementioned values and beliefs are of crucial importance, and that time is of the essence.

ATTACHMENT B



ATTACHMENT B (PAGE 2)



ATTACHMENT C
ENABLING LEGISLATION

Chapter 43.113 RCW
COMMISSION ON AFRICAN-AMERICAN AFFAIRS
RCW SECTIONS

43.113.005 Legislative declaration.

43.113.010 Commission created.

43.113.020 Membership -- Terms -- Vacancies -- Quorum -- Expenses.

43.113.030 Powers and duties.

RCW 43.113.005

Legislative declaration.

The legislature declares that it is the public policy of this state to insure equal opportunity for all of its citizens. The legislature finds that, for economic, social, and historical reasons, a disproportionate number of African-Americans find themselves disadvantaged or isolated from the benefits of equal opportunity. The legislature believes that it is the duty of this state to improve the well being of African-Americans by enabling them to participate fully in all fields of endeavor and by assisting them in obtaining governmental services. The legislature further finds that the development of public policy and the delivery of governmental services to meet the special needs of African-Americans can be improved by establishing a focal point in state government for the interests of African-American citizens. Therefore, the legislature deems it necessary to establish in statute the commission on African-American affairs to further these purposes.

[1992 c 96 § 1.]

RCW 43.113.010

Commission created.

The Washington state commission on African-American affairs is created. The commission shall be administered by an executive director, who shall be appointed by, and serve at the pleasure of, the governor. The governor shall set the salary of the executive director. The executive director shall employ the staff of the commission.

[1992 c 96 § 2.]

RCW 43.113.020

Membership -- Terms -- Vacancies -- Quorum -- Expenses.

The commission shall consist of nine members, appointed by the governor. The commission shall make recommendations to the governor on appointment of the chair of the commission. The governor shall appoint the chair of the commission. To the extent practicable, appointments to the commission shall be made to achieve a balanced representation based on African-American population distribution within the state,

geographic considerations, sex, age, and occupation. Members shall serve three-year terms. However, of the initial appointees, one-third shall serve three-year terms, one-third shall serve two-year terms, and one-third shall serve a one-year term. In the case of a vacancy, appointment shall be for the remainder of the unexpired term. No member shall serve more than two full consecutive terms. Members shall be reimbursed for travel expenses incurred in the performance of their duties in accordance with RCW 43.03.050 and 43.03.060. Five members shall constitute a quorum for the purposes of conducting business.

[1992 c 96 § 3.]

RCW 43.113.030

Powers and duties.

The commission shall have the following powers and duties:

- (1) Examine and define issues pertaining to the rights and needs of African-Americans, and make recommendations to the governor and state agencies for changes in programs and laws.
- (2) Advise the governor and state agencies on the development and implementation of policies, plans, and programs that relate to the special needs of African-Americans.
- (3) Acting in concert with the governor, advise the legislature on issues of concern to the African-American community.
- (4) Establish relationships with state agencies, local governments, and private sector organizations that promote equal opportunity and benefits for African-Americans.
- (5) Receive gifts, grants, and endowments from public or private sources that are made for the use or benefit of the commission and expend, without appropriation, the same or any income from the gifts, grants, or endowments according to their terms.

[1992 c 96 § 4.]

Submitted by:

Regina J. Jones, J.D.

Executive Director

Commission on African American Affairs

360-753-0137 (direct)

360-970-6768 (cell)

rjones@caa.wa.gov